DOCUMENT RESUME

ED 247 951 IR 050 833

AUTHOR Potter, Janet L.; And Others
TITLE State University of New York Librarians Association Salary Survey. Data as of December 1983.
INSTITUTION State Univ. of New York Librarians Association.
PUB DATE Jul 84
NOTE 22p.
PUB TYPE Statistical Data (110) -- Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Academic Libraries; *Community Colleges; Data Analysis; Higher Education; *Library Personnel; Library Surveys; Questionnaires; *Salaries; *State Universities
IDENTIFIERS *Library Statistics; *State University New York Librarians Association

ABSTRACT

This 1983 salary survey by the State University of New York (SUNY) Librarians Association includes data on SUNY state-operated, statutory, and community college libraries. A survey mailed to library directors asked for salary and personnel information on all full-time, part-time, and temporary library staff including librarians, non-librarian professional staff, paraprofessionals, and directors. While the study has been conducted biennially since the early 1970s, this is the first to include a questionnaire on staffing changes. Tables, divided into two sections by type of library, present data from 28 out of 30 state-operated campuses and 26 out of 30 community colleges. Because only one of the five statutory colleges responded, salary information has been excluded so no individual salaries can be identified. Although part-time employees are not included in the tables, a summary report is included in both the state-operated and community college sections. A summary of responses to the staffing changes questionnaire completes the report. Copies of the SUNY Salary Survey and Staffing Changes Questionnaires are included. (THC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

X This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

ED247951

STATE UNIVERSITY OF NEW YORK LIBRARIANS ASSOCIATION

SALARY SURVEY

Data as of December 1983

Personnel Policies Committee

Report by Janet L. Potter
with Jacquelyn Gavryck and Margaret Wells

Survey Design and Implementation:

Carol Anderson
Sally Atkinson
Marion Blauvelt
Jacquelyn Gavryck
Gretchen Herrmann
Carrie Niles
Marilyn Kihl
Mary Loe
Janet Steins
Margaret Wells
Jalal Zuwiyya

JULY 1984

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

Janet L. Potter

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

IR050833

TABLE OF CONTENTS

Introduction 3

SUNY Institutions 4

I. State-Operated Campuses
Profile of All Professional Staff 5
Academic Librarian Ranks 8
Professional (PR) Ranks 13

II. Community Colleges 14

III. Questionnaire Results Including Entry Level Salaries 16

Appendix
Survey Instructions 17
Questionnaire 19
Survey Form 20

ABBREVIATIONS USED:

SUNY	State University of New York
SUNYLA	State University of New York Librarians Association
UUP	United University Professions
UC	University Centers
AS	Colleges of Arts and Science
HS	Colleges and Centers for the Health Sciences
AT	Agricultural and Technical Colleges
SC	Specialized Colleges

INTRODUCTION

As a professional organization serving librarians in the State University of New York, the SUNY Librarians Association has conducted a biennial salary survey since the early seventies. This year's survey was mailed to the directors of all SUNY state-operated, statutory and community college libraries in December 1983. Directors were asked to provide information about all professional library staff including part-time and temporary employees. We requested that information on librarians, non-librarian professional staff, paraprofessionals, and directors be submitted. In addition to the salary and personnel information usually requested, this year we included a questionnaire on staffing changes. The survey forms, the questionnaire and the instructions are on pages 17-19 of this report.

The State University of New York system includes 30 state-operated campuses, 5 statutory colleges, and 30 community colleges. Because only one statutory college responded, that salary information has been excluded so that no individual salaries could be indentified. See page four for a listing of the SUNY campuses and indication by asterix of those campuses that did not participate in the survey.

This report has separate analyses for the state-operated and the community college libraries. The section on the state-operated campuses includes a profile of all full-time professional staff and separate reports on employees with academic librarian ranks and employees with professional ranks (PR ranks). Although part-time employees are not included in the tables, a summary report is included in both the state-operated and community colleges sections. A summary of the responses to the staffing questionnaire concludes the report.

The SUNY Librarians Association and the Personnel Policies Committee, as well as all who use this survey, owe their appreciation to the library directors who so graciously supplied the data. In addition to them, I would like to thank all the members of the committee who worked so hard on the survey. Thanks, also, to the staff in SUNY Oneonta's Computer Center for all they did to make this report possible.I would especially like to thank Jim Greenberg for his patient and supportive attitude as he taught me to use the Minitab and Text Management Systems.

This survey has been designed to facilitate camparisons with national surveys such as the ARL annual salary survey. As with all salary surveys, comparisons should be approached with great caution since the data elements may not be comparable. No attempt has been made to verify the information in this survey. The results are based on the data as supplied by library directors.

Janet L. Potter
SUNY Oneonta
July 1984

STATE UNIVERSITY OF NEW YORK

*All campuses except those marked with an asterisk are included in this survey. Those marked with an asterisk did not respond to the survey.

State Operated Campuses (These campuses are administered by SUNY's Board of Trustees and operated fully by the state.)

University Centers
State University of New York at Albany
* State University of New York at Binghamton
State University of New York at Buffalo
State University of New York at Stony Brook

Colleges of Arts and Science
* Empire State College
State University College at Brockport
State University College at Buffalo
State University College at Cortland
State University College at Fredonia
State University College at Geneseo
State University College at New Paltz
State University College at Old Westbury
State University College at Oneonta
State University College at Oswego
State University College at Plattsburgh
State University College at Potsdam
State University College at Purchase

Colleges and Centers for the Health Sciences
Downstate Medical Center at Brooklyn
Upstate Medical Center at Syracuse
College of Optometry at New York City
Health Sciences Center at Buffalo University Center
Health Sciences Center at Stony Brook University Center

Agricultural and Technical Colleges
Agricultural and Technical College at Alfred
Agricultural and Technical College at Canton
Agricultural and Technical College at Cobleskill
Agricultural and Technical College at Delhi
Agricultural and Technical College at Farmingdale
Agricultural and Technical College at Morrisville

Specialized Colleges
College of Environmental Science and Forestry at Syracuse
Maritime College at Fort Schuyler
College of Technology at Utica/Rome

Other Campuses (Statutory colleges are fully financed by SUNY but partly supervised by the trustees of the private universities at which they are lodged. Community colleges are jointly administered by SUNY's Board of Trustee and thier own local boards.)

Statutory Colleges
* College of Agriculture and Life Sciences at Cornell University
College of Ceramics at Alfred University
* College of Human Ecology at Cornell University
* School of Industrial and Labor Relations at Cornell University
* College of Veterinary Medicine at Cornell University

Community Colleges
(Locally-sponsored, two-year colleges under the program of State University)
Adirondack Community College at Glens Falls
Broome Community College at Binghamton
Cayuga County Community College at Auburn
Clinton Community College at Plattsburgh
Columbia-Greene Community College at Hudson
Community College of the Finger Lakes at Canandaigua
Corning Community College at Corning
Dutchess Community College at Poughkeepsie
Erie Community College at Williamsville, Buffalo and Orchard Park
* Fashion Institute of Technology at New York City
Fulton-Montgomery Community College at Johnstown
Genesee Community College at Batavia
Herkimer County Community College at Herkimer
Hudson Valley Community College at Troy
Jamestown Community College at Jamestown
Jefferson Community College at Watertown
Mohawk Valley Community College at Utica
* Monroe Community College at Rochester
Nassau Community College at Garden City
Niagara County Community College at Sanborn
North Country Community College at Saranac Lake
Onondaga Community College at Syracuse
Orange County Community College at Middletown
* Rockland Community College at Suffern
Schenectady County Community College at Schenectady
Suffolk County Community College at Selden, Riverhead and Brentwood
Sullivan County Community College at Loch Sheldrake
Tompkins Cortland Community College at Dryden
* Ulster County Community College at Stone Ridge
Westchester Community College at Valhalla

I. STATE-OPERATED CAMPUSES

PROFILE OF PROFESSIONAL STAFF IN SUNY STATE-OPERATED LIBRARIES

The profile includes full-time employees in all ranks: academic (librarian, associate librarian, senior assistant librarian, assistant librarian) and professional (PR1-PR5). Directors are also included in this section. All campuses are represented in the data except SUNY Binghamton. Salaries have been converted to calendar year equivalents.

ALL PROFESSIONAL STAFF: SALARIES AND YEARS OF PROFESSIONAL EXPERIENCE~~ BY RANK BY TYPE OF LIBRARY

		UC	AS	HS	AT	SC	ALL
LIBRARIAN	mean	37928	33161	34292	31528	40482	34588
	median	36941	31663	34086	31336	40482	
	low	27682	26545	33487	28295	38673	26545
	high	59623	45552	35302	35774	42291	59623
	number	17	26	3	10	2	58
	years exp	19.4	21.6	15.0	17.0	22.5	19.8
ASSOCIATE LIBRARIAN	mean	28273	25993	26918	25148	25941	26879
	median	27551	26151	26759	26455	25847	
	low	20555	20097	23500	19694	20000	19694
	high	34368	36720	32208	29252	33105	36720
	number	53	61	14	8	7	143
	years exp	17.3	17.5	11.3	17.8	20.6	17.0
SENIOR ASSISTANT LIBRARIAN	mean	23106	20361	22637	19548	23054	21446
	median	22476	20039	22728	19423	23993	
	low	18360	16000	19910	17696	18683	16000
	high	28733	26328	24128	23346	25545	28733
	number	32	49	9	9	4	103
	years exp	10.3	10.5	9.9	8.4	15.0	10.4
ASSISTANT LIBRARIAN	mean	18906	16703	18056	17989	15964	17599
	median	18547	17000	17715	16219	16000	
	low	15660	13000	15580	14700	14947	13000
	high	23374	20246	20719	23150	16944	23374
	number	15	25	10	8	3	61
	years exp	7.1	3.3	4.8	9.1	9.0	5.5
PR RANKS	mean	19045	17489	22639	--	17187	19146
	median	18439	16674	18290	--	15724	
	low	12361	12293	12960	--	14622	12293
	high	42888	25748	43209	--	22680	43209
	number	55	13	10	0	4	82
	years exp	8.7	10.5	6.9	--	5.0	8.6
OTHER RANKS	mean	61893	45286	41695	--	35054	45565
	median	61893	44374	41695	--	35054	
	low	61893	42257	41695	--	35054	35054
	high	61893	49800	41695	--	35054	61893
	number	1	7	1	0	1	10
	years exp	29.0	26.1	43.0	--	25.0	28.0
ALL	mean	24714	24350	24087	23895	24117	24416
	low	12361	12293	12960	14700	14622	12293
	high	61893	49800	43209	35774	42291	61893
	number	173	181	47	35	21	457
	years exp	12.7	14.0	9.6	13.2	15.3	13.1

~~Experience includes both experience as a professional in the current SUNY unit and full-time professional experience prior to the current appointment.

ALL PROFESSIONAL STAFF: SALARIES AND YEARS EXPERIENCE~~ BY JOB TITLE~~ BY SEX

1=Director
2=Ass't./Assoc. Director
3=Branch Librarian
4=Functional Specialist
5=Subject Specialist
6=Department Head
7=Other Librarian
8=Paraprofessional

		MALE	FEMALE	ALL
1	mean	41510	40604	41342
	median	42171	41695	
	low	19992	35302	19992
	high	61993	47040	61893
	number	22	5	27
	years exp	21.3	22.4	21.5
2	mean	33006	32065	32379
	median	34252	32586	
	low	17834	21458	17834
	high	42888	49423	49423
	number	10	20	30
	years exp	17.5	19.6	18.9
3	mean	27440	33071	31663
	median	27440	32677	
	low	18635	26915	18635
	high	36245	39946	39946
	number	2	6	8
	years exp	11.0	14.5	13.6
4	mean	21841	22731	22410
	median	19424	23487	
	low	16134	15580	15580
	high	32268	29252	32268
	number	9	16	25
	years exp	7.3	11.2	9.8
5	mean	25222	23165	24254
	median	23669	23953	
	low	16481	15423	15423
	high	45407	33060	45407
	number	27	24	51
	years exp	13.2	12.6	12.9
6	mean	26639	26328	26420
	median	25463	26686	
	low	19417	16000	16000
	high	36941	37179	37179
	number	32	76	108
	years exp	13.4	15.8	15.1
7	mean	22186	21168	21431
	median	22239	20434	
	low	13000	13770	13000
	high	41092	31961	41092
	number	38	109	147
	years exp	11.3	11.3	11.3
8	mean	16452	16504	16493
	median	16284	15842	
	low	12293	12361	12293
	high	25155	22160	25155
	number	13	47	60
	years exp	7.8	8.5	8.3
ALL	mean	26700	23255	24411
	low	12293	12361	12293
	high	61893	49423	61893
	number	153	303	456
	years exp	13.4	12.9	13.1

~~Experience includes both experience in the current SUNY unit and full-time experience prior to current appointment. See the survey form for definitions of job titles.

ALL PROFESSIONAL STAFF: SUMMARY

SEX: MALE--153 (33.5%) FEMALE-- 304 (66.5%)

PREVIOUS FULL-TIME EXPERIENCE: mean--6.16 years (n=262)
PREVIOUS PART-TIME EXPERIENCE: mean--3.47 years (n=22)

YEARS SINCE APPOINTED: mean--9.52 years

TENURE STATUS:

Management/Confidential	16	Temporary	10
Continuing Appointment	228	Permanent	24
Term Appointment	179		

BARGAINING UNIT: Management/Confidential--19 UUP--437 None--1

CONTRACT YEAR: Academic--11 College--13 Calendar--433

PROMOTIONS AT STATE-OPERATED CAMPUSES SINCE DECEMBER 1981:

	Ass't. Lib. to Sr. Ass't. Lib.	Sr. Ass't. to Assoc. Lib.	Assoc. Lib. to Lib.	PR 1 to PR 2	PR 2 to PR 3	PR 1 to Ass't. Lib.	Other
UC	12	6	4	0	1	3	1
AS	9	12	5	1	0	0	3
HS	2	2	0	0	0	0	1
AT	6	3	0	0	0	0	0
ALL	29	23	9	1	1	3	5

Note: No promotions were reported at Specialized Colleges.

LIBRARIAN PROMOTIONS IN PREVIOUS SUNYLA SALARY SURVEYS:

	1975-1977	1977-1980	1980-1981	1981-1983
Assistant to Senior Assistant	39	57	32	29
Assistant to Associate	19	3	1	0
Senior Assistant to Associate	1	9	26	23
Associate to Librarian	5	15	6	9
Total	64	84	65	61

PART-TIME PROFESSIONAL EMPLOYEES AT STATE-OPERATED CAMPUSES:

Job Title by Type of Library:

	Other Librarian	Paraprofessional	All
UC	6	3	9
AS	4	4	8
HS	0	0	0
AT	3	0	3
SC	1	0	1
ALL	14	7	21

Ranks: Senior Assistant Librarian--3, Assistant Librarian--11, PR ranks combined--5, Other--2

Years Since Appointed: mean 7.24 years

Tenure Status: Term--12, Temporary--8, Other--1

Bargaining Unit: UUP--20, None--1

Contract Year: Academic Year--1, College Year--1, Calendar Year--17, Other--2

Salary: Full-time, calendar year equated, mean salary--$18,680

ACADEMIC LIBRARIAN RANKS IN SUNY STATE-OPERATED CAMPUSES

This section includes full-time employees with academic librarian ranks. Directors have been excluded. All salaries have been converted to calendar year equivalents.

SUNY LIBRARIANS: SALARIES AND YEAR OF PROFESSIONAL LIBRARY EXPERIENCE~~ BY TYPE OF LIBRARY BY RANK

		LIB	ASSOC LIB	SEN ASS'T LIB	ASS'T LIB	ALL
UC	mean	35452	28273	22999	18906	26551
	median	35000	27951	22447	18547	
	low	27682	20555	18360	15660	15660
	high	49423	34368	28733	23374	49423
	number	15	53	31	15	114
	years exp	19.0	17.3	10.1	7.1	14.2
AS	mean	31954	25815	20361	16703	23561
	median	31128	26035	20039	17000	
	low	26545	20097	16000	13000	13000
	high	45407	34440	26328	20246	45407
	number	23	60	49	25	157
	years exp	21.2	17.8	10.5	3.2	13.7
HS	mean	33787	26918	22637	18056	23678
	median	33787	26759	22728	17715	
	low	33487	23500	19910	15580	15580
	high	34086	32208	24128	20719	34086
	number	2	14	9	10	35
	years exp	16.0	11.3	9.9	4.6	9.3
AT	mean	30417	25148	19493	17989	22522
	median	28687	26455	19192	16219	
	low	28295	19694	17696	14700	14700
	high	35361	29252	23346	23150	35361
	number	5	8	8	8	29
	years exp	15.8	17.8	9.0	9.1	12.6
SC	mean	--	25941	23054	15964	22978
	median	--	25847	23993	16000	
	low	--	20000	18683	14947	14947
	high	--	33105	25545	16944	33105
	number	0	7	4	3	14
	years exp	--	20.6	15.0	9.0	16.5
ALL	mean	33031	26810	21411	17599	24440
	low	26545	19694	16000	13000	13000
	high	49423	34440	28733	23374	49423
	number	45	142	101	61	349
	years exp	19.6	17.1	10.4	5.5	13.5

~~Experience includes both experience as a professional in the current SUNY unit and full-time professional library experience prior to the current appointment.

DISTRIBUTION OF SUNY LIBRARIANS' SALARIES BY RANK

LIBRARIAN (N=45 13%)

SALARY INTERVAL	NUMBER OF OBSERVATIONS	
26000	1	*
28000	10	**********
30000	6	******
32000	8	********
34000	8	********
36000	3	***
38000	4	****
40000	1	*
42000	2	**
44000	0	
46000	1	*
48000	0	
50000	1	*

ASSOCIATE LIBRARIAN (n=142 41%)

SALARY INTERVAL	NUMBER OF OBSERVATIONS	
20000	9	*********
22000	7	*******
24000	30	******************************
26000	36	************************************
28000	24	************************
30000	16	****************
32000	8	********
34000	12	************

SENIOR ASSISTANT LIBRARIAN (n=103 29%)

SALARY INTERVAL	NUMBER OF OBSERVATIONS	
16000	4	****
18000	16	****************
20000	31	*******************************
22000	21	*********************
24000	18	******************
26000	7	*******
28000	4	****

ASSISTANT LIBRARIAN (n=61 17%)

SALARY INTERVAL	NUMBER OF OBSERVATIONS	
14000	9	*********
16000	16	****************
18000	18	******************
20000	14	**************
22000	2	**
24000	2	**

SUNY LIBRARIANS: SALARIES BY SEX BY TYPE OF LIBRARY

	UC	AS	HS	AT	SC	ALL
MALE						
mean	26661	24541	21484	23049	22088	24948
number	41	47	9	6	3	106
%	36.0%	29.9%	25.7%	20.7%	21.4%	30.4%
FEMALE						
mean	26489	23142	24437	22384	23221	24218
number	73	110	26	23	11	243
%	64.0%	70.1%	74.3%	79.3%	78.6%	69.6%
ALL						
mean	26551	23561	23678	22522	22978	24440
number	114	157	35	29	14	349
%	100%	100%	100%	100%	100%	100%

DISTRIBUTION OF SUNY LIBRARIANS' SALARIES BY SEX:

MALE LIBRARIANS (n=106 30.3%)

SALARY INTERVAL	NUMBER OF OBSERVATIONS	
12000	2	**
16000	11	***********
20000	23	**********
24000	32	**********
28000	16	**********
32000	11	**********
36000	8	********
40000	3	***
44000	1	*

FEMALE LIBRARIANS (n=244 69.7%)

EACH * REPRESENTS 2 OBSERVATIONS

SALARY INTERVAL	NUMBER OF OBSERVATIONS	
12000	1	*
16000	34	**********
20000	60	**********
24000	55	**********
28000	58	**********
32000	24	**********
36000	9	*****
40000	1	*
44000	0	
48000	1	*

SUNY LIBRARIANS: SALARIES AND YEARS OF EXPERIENCE BY JOB TITLE~~ BY SEX

2=Ass't./Assoc. Director
3=Branch Librarian
4=Functional Specialist
5=Subject Specialist
6=Department Head
7=Other Librarian

		MALE	FEMALE	ALL
2	mean	33582	32065	32459
	number	7	20	27
	years exp	21.7	19.6	20.2
3	mean	18635	33071	31008
	number	1	6	7
	years exp	5.0	14.5	13.1
4	mean	17779	22424	21761
	number	2	12	14
	years exp	5.5	11.8	10.9
5	mean	25222	23165	24254
	number	27	24	51
	years exp	13.2	12.6	12.9
6	mean	26811	26485	26581
	number	31	74	105
	years exp	13.7	15.9	15.3
7	mean	22186	21124	21403
	number	38	107	145
	years exp	11.3	11.3	11.3
ALL	mean	24948	24218	24440
	number	106	243	349
	years exp	13.0	13.6	13.5

~~Experience includes both experience as a professional librarian in the current SUNY unit and full-time professional experience prior to current appointment. See survey form for definitions of job titles.

SUNY LIBRARIANS: SALARIES BY RANK BY YEARS OF PROFESSIONAL LIBRARY EXPERIENCE~~

		LIBRARIAN	ASSOCIATE LIBRARIAN	SENIOR ASSISTANT LIBRARIAN	ASSISTANT LIBRARIAN
1-5 YEARS	mean	36941	27573	19287	16727
	number	1	3	23	39
6-10 YEARS	mean	31207	24632	20860	18508
	number	2	25	33	16
11-15 YEARS	mean	30217	25753	22208	16930
	number	4	36	30	2
16-20 YEARS	mean	31353	28404	23848	22684
	number	21	42	11	3
21-25 YEARS	mean	32663	26815	25532	--
	number	9	18	4	0
Over 25	mean	39222	28095	26328	23150
	number	8	18	1	1

~~Experience includes both experience as a professional librarian in the current SUNY unit and full-time professional experience prior to the current appointment.

SUNY LIBRARIANS WITH ADVANCED DEGREES~~: MEAN SALARY BY TYPE OF LIBRARY BY RANK

		Second Master's	PhD or Second Master's & PhD	Advanced Certificate	Other
UC	Librarian	$34,191 (n=4)	$33,934 (n=3)		
	Associate Librarian	26,646 (n=15)	28,509 (n=5)		$29,573 (n=2)
	Sr. Ass't. Librarian	22,046 (n=10)	23,615 (n=2)		
	Assistant Librarian	17,779 (n=2)			
AS	Librarian	31,665 (n=11)	41,092 (n=1)	$31,128 (n=1)	
	Associate Librarian	26,146 (n=19)	24,965 (n=3)	27,625 (n=2)	
	Sr. Ass't. Librarian	20,946 (n=17)		21,124 (n=1)	
	Assistant Librarian	15,893 (n=1)			17,000 (n=1)
HS	Sr. Ass't. Librarian	22,862 (n=3)			
	Assistant Librarian	17,820 (n=1)			
AT	Librarian	31,137 (n=5)			
	Associate Librarian	22,136 (n=3)			
	Sr. Ass't. Librarian	19,243 (n=2)			
	Ass't. Librarian	19,405 (n=2)			
SC	Sr. Ass't. Librarian				25,545 (n=1)
All Ranks	UC	25,564 (n=31)	29,158 (n=10)		29,573 (n=2)
	AS	25,355 (n=48)	28,995 (n=4)	25,458 (n=4)	17,000 (n=1)
	HS	21,601 (n=4)			
	AT	24,949 (n=12)			
	SC				25,545 (n=1)
	Total	25,214 (n=95)	29,111 (n=14)	26,875 (n=4)	25,423 (n=4)
Percentage of Total Librarians (n=350)		27.1%	4.0%	1.1%	1.1%

~~Advanced degrees means degrees beyond the bachelor's degree and the master's degree in library science.

SUNY LIBRARIANS: SUMMARY

TENURE STATUS: Continuing Appointment 211
Term Appointment 135
Temporary Appointment 4

BARGAINING UNIT: Management/Confidential--1 UUP--348 None--1

CONTRACT YEAR: Academic--11 College--7 Calendar--332

PREVIOUS FULL-TIME EXPERIENCE: mean--5.9 years (n=213)
PREVIOUS PART-TIME EXPERIENCE: mean--2.8 years (n=20)

YEARS SINCE APPOINTED: mean--9.9 years

PROFESSIONAL (PR RANKS) IN SUNY LIBRARIES

This section includes full-time employees with PR ranks at state-operated campuses. Directors are not included. All salaries have been converted to calendar year equivalents. The PR ranks are combined.

PR RANKS: SALARIES AND YEARS OF PROFESSIONAL EXPERIENCE~~ BY JOB TITLE~~

2=Ass't./Assoc. Director
3=Branch Librarian
4=Functional Specialist
6=Department Head
7=Other Librarian
8=Paraprofessional

	2	3	4	6	7	8	ALL
mean	31662	36245	23237	20786	23521	16493	18572
median	34263	36245	24271	21321	23521	16063	
number	17834	36245	18360	18675	22025	12293	12293
high	42888	36245	32268	22361	25018	25155	42888
number	3	1	11	3	2	60	80
years exp	7.7	17.0	8.5	7.3	11.0	8.3	8.5

~~Experience includes experience in current SUNY unit and prior full-time library experience. See survey form for definitions of job titles.

PR RANKS SUMMARY:

SEX: MALE--25 (31.3%) FEMALE--55 (68.8%)

YEAR APPOINTED:
- 1966-1969 14
- 1970-1974 9
- 1975-1979 23
- 1980-1983 34

TENURE STATUS:
- Continuing Appointment 7
- Term Appointment 43
- Temporary 6
- Permanent 24

CONTRACT YEAR: College--6 Calendar--74

BARGAINING UNIT: UUP--80

DEGREES:
- 8 have less than a bachelor's degree
- 68 have a bachelor's degree
- 13 have a library degree at the master's level
- 2 have a library degree at the bachelor's level
- 18 have a master's degree in a subject
- 1 has a Ph.D.
- 1 has a degree characterized as "other"

II. COMMUNITY COLLEGES

Twenty-six of the thirty SUNY community colleges responded to the survey (see page 4 for those that did not repond). Only full-time employees are included in these tables; salaries are calendar year equated.

COMMUNITY COLLEGE LIBRARY STAFF: SALARIES AND YEARS OF PROFESSIONAL EXPERIENCE~~ BY RANK

	Number	Mean	Median	Low	High	Years Exp.
Librarian	6	30,960	29,422	24,167	42,146	21.0
Associate Librarian	3	26,313	26,576	24,764	27,600	13.7
Sr. Ass't. Librarian	1	22,784	22,784	22,784	22,784	11.0
Ass't. Librarian	16	20,675	18,255	15,300	29,332	8.5
Professor	25	38,839	38,170	28,039	50,295	19.2
Assoc. Professor	27	31,937	31,920	20,821	43,808	16.6
Ass't. Professor	35	28,394	28,814	19,800	36,335	12.1
Instructor	21	21,839	22,887	15,092	28,774	6.7
Other Ranks	44	22,249	-	10,039	39,953	13.1
All Professional Staff	178	27,432	-	10,039	50,295	13.4

~~Experience includes both experience as a professional in the current SUNY unit and full-time professional experience prior to the current appointment.

COMMUNITY COLLEGE LIBRARY STAFF: SUMMARY

SEX: MALE--72 (40%) FEMALE--106 (60%)

TENURE STATUS:

Management/Confidential	1	Temporary Appointment	3
Continuing Appointment	103	Permanent Appointment	5
Term Appointment	61		

BARGAINING UNIT:

Management/Confidential	7
Other	160
None	11

CONTRACT YEAR: Academic--60 College--30 Calendar--38

COMMUNITY COLLEGE LIBRARY STAFF: SALARIES AND YEARS OF PROFESSIONAL EXPERIENCE~~ BY JOB TITLE BY SEX

	Male			Female		
	Mean	Number	Years Exp	Mean	Number	Years Exp.
Director	33,068	13	19.9	33,345	15	19.9
Ass't./Assoc. Director	33,542	3	12.0	26,288	3	13.0
Branch Librarian	35,111	4	13.0	0	0	0
Functional Specialist	25,555	10	11.2	23,333	5	11.6
Subject Specialist	41,746	2	20.0	32,921	9	17.4
Department Head	28,737	13	14.5	28,641	24	13.7
Other Librarian	29,136	15	11.2	25,605	40	10.2
Paraprofessional	18,461	12	11.5	13,722	10	10.1

~~See previous table for definition of "Professional Experience" and see the survey form for definitions of job titles.

DISTRIBUTION OF COMMUNITY COLLEGE LIBRARIANS BY SEX:

MIDDLE OF INTERVAL	NUMBER OF OBSERVATIONS	
15000	9	*********
20000	9	*********
25000	16	****************
30000	13	*************
35000	15	***************
40000	6	******
45000	3	***
50000	1	*

MALE LIBRARIANS (n=72 40.5%)

MIDDLE OF INTERVAL	NUMBER OF OBSERVATIONS	
10000	4	****
15000	12	************
20000	15	***************
25000	24	************************
30000	25	*************************
35000	15	***************
40000	9	*********
45000	2	**

FEMALE LIBRARIANS (n=106 59.6%)

PROMOTIONS AT COMMUNITY COLLEGES:

Instructor to Assistant Professor	4
Assistant Professor to Associate Professor	8
Associate Professor to Professor	10
Other	4

COMMUNITY COLLEGE LIBRARIANS WITH ADVANCED DEGREES~~:

Second Master's	mean salary--$30547	n=51
Ph.D or Second Master's and Ph.D.	mean salary--$39466	n= 3
Advanced Certificate	mean salary--$30740	n= 1

~~Advanced degrees means degrees beyond the bachelor's degree and the master's degree in library science.

PART-TIME PROFESSIONAL EMPLOYEES AT COMMUNITY COLLEGES:

JOB TITLES: Subject Specialist--1 Other Librarian--19
Paraprofessional--7

TENURE STATUS: Continuing Appointment 2 Temporary 11
Term Appointment 10 Other or None 4

BARGAINING UNIT: Yes--15 None--11

CONTRACT YEAR: Academic--10 College--2 Calendar--5
Other--8

SALARY: Full-time, calendar year equated mean salary
$18806 n=10
Hourly wages range from $5.34 to $13.50 per hour

III. QUESTIONNAIRE RESULTS

STAFFING

Since December of 1981, 29 state-operated campuses reported a loss of 113.5 members of the professional staff (librarians and NTP's) due to retirement, resignation, non-renewal or death. Twenty-four community and statutory colleges reported a loss of 20.5 staff members since December of 1981.

Among state-operated campuses completing the survey,, responses to the question "As library director, do you feel that the librarian salaries in SUNY affect recruitment and retention? In what way?" cited recurrent difficulties in attracting and keeping qualified candidates at all levels (73%). Librarians often leave SUNY in favor of higher-salaried positions in private college, public, school or CUNY libraries. Additional problems mentioned include the combination of low salaries with calendar year appointments, the slow advancement of SUNY librarians through the professional ranks, and low morale levels resulting from low salaries. The remaining 27% of the respondents had no opinion or felt the salaries had a positive effect.

Thirty percent of the community and statutory colleges reported positive effects on recruitment and retention while 35% cited problems caused by low entry level salaries and the lack of compensation for experience. Thirty-five percent had no opinion or did not respond.

STAFF REDUCTIONS

Twenty-nine state-operated campuses reported 488.85 professional lines budgeted in December of 1983. Of this total, 34.5 lines were vacant and 12 were frozen. Since the December 1981 survey, 29.5 lines had been eliminated. One temporary line and two lines which were transferred from another campus department to the library comprise the additions to the professional staff since December 1981.

There were 154.5 professional lines budgeted to the twenty-four community and statutory colleges that responded to the survey. Of these, 1.4 were vacant and none were frozen in December 1983. Three lines had been eliminated and one line added since December 1981.

ENTRY LEVEL SALARIES

Note: Entry level salary is defined as the amount the library director would expect to pay a recent library school graduate with no experience for a calendar year appointment.

		No. of Units	Mean	Median	Low	High
STATE-OPERATED	UC	3	16066	16000	16000	16200
	AS	11	14973	14500	13000	16000
	HS	5	16100	16500	15000	17500
	AT	6	14120	14000	11000	17000
	SC	3	13102	12361	11445	15500
	ALL	28	14908	15000	11445	17500
COMMUNITY COLLEGES		21	16453	16256	12567	19440

SUNYLA SALARY SURVEY
December 1983
INSTRUCTIONS

If your library participated in the December 1981 Survey, a certain amount of information has already been entered on the survey form. Please check the data for accuracy and fill in the blank columns. Line out information for persons no longer employed by your library. Add information for new employees. Include part-time and temporary employees, professional staff (NTPs), paraprofessionals and the Director of the Library.

Specific instructions follow for particular data elements. Please try to follow the standardized codes but if you find they don't quite fit your situation, feel free to add comments on the back of the survey form or on a separate sheet of paper. If you have questions about the survey or how to fill out the forms, call the Committee member named at the bottom of the survey form. PLEASE RETURN SURVEY BY DECEMBER 30.

1. NAME: last name or line number is requested

2. SEX: use letter M (male) or F (female)

3. YEAR BORN

4. PREVIOUS EXPERIENCE: Actual years of professional library experience before joining your library, not limited to experience in academic libraries. Include part-time experience if it was half-time or more in 4A.

5. YEAR APPOINTED: Year in which person was appointed in your library to a non-clerical library position.

6,7,8 STARTING RANK, RANK AS OF 12/81, CURRENT RANK: (Please do not use job titles since they are included in #15.) Choose one of the following:

Librn	Librarian
Assoc	Associate Librarian
SrAsst	Senior Assistant Librarian
Asst	Assistant Librarian
Prof	Professor
Assoc Prof	Associate Professor
Asst Prof	Assistant Professor
Instr	Instructor
PR 1	Professional Service Staff, NTPs, Technical Assistants, etc.
PR 2	
PR 3	
PR 4	
PR 5	
Other	Other (Please Specify) or No Rank Assigned

9. TENURE STATUS: type of appointment as of December 15, 1981

M C	Management/Confidential
Cont	Continuing Appointment (tenure)
Term	Term Appointment with specified expiration date
Temp	Temporary Appointment
Perm	Permanent Appointment (for NTP ranks)

10. BARGAINING UNIT:

M C	Management/Confidential
UUP	United University Professions
Other	Other, Please Specify
None	None

11. FTE: Full time equivalent, express as a decimal (e.g. 1.00 = full-time, .50 = half-time, etc.)

12. CONTRACT YEAR: type of contract

Acad = Academic year obligation
Coll = College year obligation
Cal = Calendar year obligation

13,14 SALARY 12/81, CURRENT SALARY: actual salary, not full-time or 12 month equivalent

15. JOB TITLE: choose one of the following that most closely describes the job:

L	Library Director
A	Associate or Assistant Director (their functions are primarily administrative and they generally assist in formulating library policy)
B	Branch Librarian (Head of a branch or special library)
F	Functional Specialist (media specialists, archivists, or experts in management fields such as personnel, fiscal matters, systems, etc.)
S	Subject Specialist (builds collections and offers specialized reference and bibliographic services)
D	Department Head
O	Other Professional Librarian (administrative responsibility, if any, comprises less than half the job responsibilities)
P	Paraprofessional, Technical Assistants, etc.

16. DEGREES: Specify all degrees earned using the following codes (e.g. B, Lm, M means the librarian has a Bachelor's degree, a Master's degree in Library Science and a Master's degree in a subject area)

B	Bachelor of Arts or Sciences
Lm	Library degree at Master's level
Lb	Library degree at Bachelor's level
C	Advanced Certificate in Library Studies (6th year)
M	Master's degree in a subject
P	PhD, MD, JD, EDD, etc.

Thank you for taking the time to complete this survey and the attached questionnaire.

SALARY SURVEY QUESTIONNAIRE
December 1983

ENTRY LEVEL SALARY

What is your Entry Level Salary as of December 15, 1983 (the amount you would expect to pay a recent library school graduate hired at the lowest rank with no experience)?

TURNOVER

How many librarians (and NTPs) have left your staff since December 1981? Include retirements, resignations, retrenchments, non-renewals, and deaths.

As library director, do you feel that the librarian salaries in SUNY affect recruitment and retention? In what way?

STAFF REDUCTIONS

How many professional lines are budgeted to your library?

How many are vacant as of December 15, 1983?

How many have been eliminated since the December 1981 survey?

Have any professional lines been added? How many?

COMMENTS

Please comment on ways this survey or the report could be improved.

STATE UNIVERSITY OF NEW YORK LIBRARIANS ASSOCIATION
SALARY SURVEY

Campus: Prepared by:

1 NAME	2 Sex	3 Year Born	4 & 4A Previous Exper. F-Time	P-Time	5 Year App't	6 Starting Rank	7 Rank 12/81	8 Current Rank	9 Tenure Status	10 Bargaining Unit	11 FTE	12 Contract Year	13 Salary 12/81	14 Current Salary	15 Job Title	16 Degrees

20.

Please return completed survey to:

21

Deadline:

22